

Finance Committee

Tuesday, November 29, 2005, 6:00 p.m.

Attendance: Jones, Smith, Johnson, Greenfield, Stull, Bruchey, and Bell.

Others: Dave Dunn, Chief Rough, Donna Lear, and Al Danaher.

LEOPS - State Retirement & Pension System documents distributed for review. FY 2006 estimate contribution is 32.67% of salaries and other calculations. City now contributes 7% to State retirement. Additional cost this year would be 25.67%.

Current estimate is over \$100,000 additional each year contribution for 10 officers based FY 2006 salaries.

Discussion centers on reasons for officers leaving. Suggestion to look at other benefits or additional contribution by officers towards City's contribution.

Dave Dunn points out that retirement will not cure the attrition of officers. Many leave for larger departments for pay, specialization, and promotion. Real reason is more complicated than just retirements benefits.

Mayor - Would like to see City improve police package but is too expensive to go to LEOPS.

Consensus to explore other retirements and benefits to help retention.

Closed Meeting

6:45 p.m.

Smith - Motion to close meeting under Annotated Code of Md, Section?, for discussion of personnel issues.

2nd by Stull

Vote 6 - 0 to close

New Administrative Assistant position for planning/Public Works administration.

Dave Dunn, Al Danaher, and Rick Stup give overview of development / construction duties now being conducted by Planning & Zoning, e.g., Jeff Love.

Current budget allowed for 5 days a week for Carrie Myers, which she can only work 3 days.

This budgeted amount could be used for new position.

Al gives example of work involved reviewing documents for one house. Explains administrative

work related to other tasks.

Rick states Lisa Deener can work two half days a week.

Discussion as to tremendous amount of administrative work required for the attached duties.

Several suggest that Code Enforcement Officer and maybe software can absorb some duties.

Mayor - Ask for objection for Lisa coming on 3 days a week. No objection heard.

WWTP salaries discrepancies - Dave explains the complaint of lower salaries of Grimm and Null compared Mason and Johnikin.

Discrepancies are due to the starting salary of some operators due to their demonstrated or believed to be advanced skills, licensing, experience at time of hire.

When a later analysis is conducted as to the operators value and relative pay, sometimes higher paid operators are not the quality once thought they would be and now better operators have lower salaries.

Consensus - This situation is nature of salary structure. Can not continually adjust salaries. Evaluation increase should compensate for adjustment over time for better employees. No change in salaries.

Adjourned 8:00

David Dunn, City Administrator

Carroll Jones, Mayor

Date